



NATIONAL COALITION *for* HOMELESS VETERANS

“Supported Employment - Assessing the Evidence”

Marshall, Tina, Richard W. Goldberg, Lisa Braude, Richard H. Dougherty, Allen S. Daniels, Sushmita Shoma Ghose, Preethy George, and Miriam E. Delphin-Rittmon. / [Full Report](#)

Quick Takeaways:

- The Individual Placement and Support (IPS) model of supported employment (SE) has a strong evidential backing of greater effectiveness in placing clients into competitive employment as compared to traditional service programs.

Study:

This study was a literature review and meta-analysis of research concerning SE and IPS from 1995 to 2012, with a focus on quantitative analysis. Included studies focused on adults aged 18 and older with mental illness and comorbid substance abuse. Researchers analyzed existing literature, judging both the analytical rigor of the study design as well as the effectiveness of supported employment, focusing on employment outcomes but also noting non-employment outcomes.

Findings:

Researchers found that the IPS model of SE led to higher rates of competitive employment ranging from 55%-60%, in comparison to rates ranging from 23-34% for traditional programs. Studies which examined individual employment outcomes suggested that supported employment was associated with higher wages, more hours and days worked, and faster times reaching competitive employment. Other studies suggested that supported employment’s benefits extended into the long-term, with a 12-year follow-up presenting high employment rates.

There was little evidence directly associating IPS SE to improved non-employment outcomes (i.e. quality of life, symptoms, etc.). However, evidence does exist that competitive employment is associated with these improved outcomes. Some evidence shows that the effectiveness of supported employment may vary between demographic populations, but given the size and nature of this study no conclusions could be drawn.

Conclusion:

The effectiveness of IPS model of SE is supported by years of evidence. Clients who receive supported employment have better employment outcomes, such as improvements in the rate of competitive employment, wages, number of hours and weeks worked per year, and number of days to the first competitive job. The benefits of supported employment appear to extend into the long-term.

Further research is needed to understand supported employment’s relationship to important non-employment outcomes, as well as its effect on various subpopulations. But given the history of evidence, researchers suggest that service providers prioritize increased funding for supported employment programs.

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